



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

May 5, 2021

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Google, LLC and Alphabet Inc., a
single employer
Cases 20-CA-252802
20-CA-252902
20-CA-252957
20-CA-253105
20-CA-253249
20-CA-253464
20-CA-253982

Dear Ms. Burgess:

This office has carefully considered your appeal. The appeal is sustained in part and denied in part. It was concluded that the Employer arguably violated Section 8(a)(1) of the Act by disparately enforcing its Need to Know Data Classification policy by applying it only against employees who engaged in protected, concerted activities and by unlawfully interrogating employees about the “Always-Ask-Kent” form and extension.

In addition, it was concluded that the Employer arguably violated Section 8(a)(1) and (3) of the Act by unlawfully discharging employees (b) (6), (b) (7)(C) pursuant to its Need to Know Data Classification policy because they engaged in conduct protected by the Act. We are remanding these portions of the appeal to the Regional Director for further processing. Absent settlement, the Regional Director will include these allegations in an amended consolidated complaint, and an administrative law judge will hold a hearing. Please address all further inquiries to the Regional Director.

The remainder of your appeal is denied, substantially for the reasons set forth in the
Regional Director's letter dated December 2, 2020.

Sincerely,

Peter Sung Ohr
Acting General Counsel



By: _____


Mark E. Arbesfeld, Director
Office of Appeals

cc: JILL H. COFFMAN
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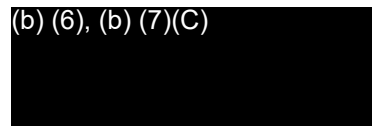
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(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C)




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